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ADMINISTRATION

RECEIVED
NYS PUBLIC EMPLOYMENT
RELATIONS BOARD
JUN 19 2008

AGREEMENT

by and between the

TOWN OF EAST HAMPTON

and the

TOWN OF EAST HAMPTON UNIT

**CSEA, LOCAL 1000, AFSCME, AFL-CIO
TOWN OF EAST HAMPTON UNIT
SUFFOLK LOCAL 852**

JANUARY 1, 2006 - DECEMBER 31, 2010

RECEIVED
NYS PUBLIC EMPLOYMENT
RELATIONS BOARD

JUN 19 2008

ADMINISTRATION

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ARTICLE I
SCOPE OF AGREEMENT

- A. Recognition: The Town recognizes C.S.E.A. Local 1000, AFSCME, AFL-CIO as the exclusive bargaining agent for all permanent full-time and provisional employees of the Town as listed in Schedule A. Full-time employees shall be defined as probationary, permanent or provisional employees. The Town agrees to permit C.S.E.A. unchallenged representation for the maximum time permitted under the Taylor Law.
- B. Dues Deduction: The Town shall deduct from the wages of the employees and remit to C.S.E.A. at 143 Washington Ave., Albany, N.Y. 12210, regular membership dues and C.S.E.A. insurance deductions for those employees who sign dues deduction authorization cards and submitted same to the payroll officer of the Town of East Hampton. The Union shall hold the Town harmless from any claims and liabilities incurred as a result of the Town's compliance with this provision.
- C. Designation: The Town recognizes the right of the employees to designate a representative of the C.S.E.A. to appear on their behalf to discuss salaries, working conditions, grievances and disputes relative to the terms and conditions of this contract. The Town will make available Town facilities for C.S.E.A. meetings upon notice and approval of the Town Supervisor or his/her appointee. Said facilities will not be available during working hours.
- D. The Town will honor an "agency shop deduction" as described in the memorandum of understanding between the Town of East Hampton and the C.S.E.A., dated April 25, 1978. The Union shall hold the Town harmless from any claims or liabilities incurred as a result of the Town's compliance with this provision.
- E. Non-strike: C.S.E.A. affirms that it does not have the right to strike or take job action against the Town, assist or participate in any strike or job action, or to impress upon its members to conduct, assist, or participate in any strike or job action.

ARTICLE II
GRIEVANCE PROCEDURE

- A. All grievances must be filed within ninety (90) days of the date of the occurrence of the grievance or the date upon which the Employee knew or should have known of the grievance.
- B. Recognizing the importance of rapid adjustment and resolution of Town-wide grievances, any issue or occurrence may, at the discretion of either party, be commenced at the third step of the grievance procedure (the Town Board) provided that: (1) such issue or occurrence is grievable under the collective bargaining agreement; and (2) such occurrence is common to one (1) or more classes of bargaining unit members.

C. In the event that a grievance is not addressed within the allotted time period, it shall, upon written notice to the other party, automatically advance to the next step in the grievance procedure.

D. Grievance Procedure for contract violations:

STEP 1: Informal discussion with the immediate supervisor and grievant.

STEP 2: Reduce to writing and submit to Superintendent of Highways or Department Head within ten (10) working days of Step 1. Superintendent of Highways or Department Head will reply back in writing to grievant within ten (10) working days.

STEP 3: Appeal to Town Board. Hearing to be established within ten (10) working days of reply in Step 2. Reply by Board within ten (10) days after hearing.

STEP 4: Arbitration. Within ten (10) working days of reply in Step 3, C.S.E.A. Unit and Town of East Hampton may submit to arbitration. The arbitrator shall be selected from a list furnished by the Suffolk Department of Labor or the American Arbitration Society and shall be mutually agreed upon. The cost of arbitration will be shared equally by the Town and C.S.E.A. Arbitration will be binding if mutually agreed to in advance.

The Town Board shall consider any advisory opinion issued by the arbitrator at the next regularly scheduled meeting of the Town Board and thereafter within thirty (30) days make a determination of acceptance or non-acceptance of such decision and communicate in writing its determination to the CSEA Unit President.

Recognizing that arbitration is advisory in nature only, nothing in this agreement shall prohibit CSEA and the Town from mutually agreeing to submit any issue in dispute arising from the collective bargaining agreement, to binding arbitration.

ARTICLE III **SENIORITY**

A. Town-Wide: Town-wide seniority will be defined as length of continuous service from last date of hire and shall apply as follows:

1. Layoffs: Senior employees have priority in positions equal to or less than their current title, where qualified. The Town will maintain a layoff list for one year. Before new employees are hired, people on this list will have first preference

provided they meet the qualifications for the job.

2. Vacations: Senior employees have first choice of vacation days upon approval of their immediate supervisor.
- B. Departmental Seniority: Departmental seniority will be defined as length of continuous service within any one department of the Town (Parks, Town Hall, Highway, etc.).

ARTICLE IV **NEW POSITIONS**

- A. Vacancies, New Positions, Promotions: The Town agrees that employees not covered by the Civil Service Law or Rules and Regulations, such as non-competitive or labor class, selection shall be based on departmental seniority provided that seniority prevails only when qualifications (which includes more than the basic minimum job requirements) and past quality of work and performance are equal. If no employee meets the above standards, then the Town may seek an employee from another department or a new employee.
- B. Transfers: In cases of transfers within a department (such as work area transfer), seniority and ability to perform the job shall be the determining factors. In cases of transfers between departments, the employee will retain his/her Town-wide seniority only.
- C. Final decision on these matters shall rest with the Town Board.
- D. All new bargaining unit positions created by the Town or any vacancies in the bargaining unit shall be posted for a period of ten (10) working days. Qualified applicants will be interviewed for such positions.
- E. Any new titles established by the Town, which would fall into the C.S.E.A. Bargaining Unit, will have its salary discussed by the C.S.E.A. and the Town prior to an employee being hired for the position. The parties will meet and confer with no obligation to negotiate on rates. The Union's role is strictly advisory.

ARTICLE V **HEALTH, DENTAL AND OPTICAL BENEFITS**

- A. 1. The Town shall provide medical insurance in accordance with the East Hampton Town Medical Plan as authorized by letter of agreement dated June 8, 1988. The Plan is a self-insured program protected with a stop-loss insurance policy and administered by a third party administrator. All costs related to the administration of the Plan shall be borne by the Town. A copy of the Town's medical plan for the term of this Agreement shall be

attached to the contract.

2. Health Insurance:

- a. Effective January 1, 1997, the Town shall have the right to provide health insurance, either under the Town Health Insurance Plan or the New York State Health Insurance Program (Empire). Prior to converting to the Empire Plan, the Town shall consult with the C.S.E.A. regarding modifications to the Town Health Insurance Plan and/or other health insurance plans which will provide savings to the Town which are equal to or better than those which would have been realized by converting to the Empire Plan. If the Town unreasonably rejects an alternative to the Empire Plan, the matter shall be subject to expedited arbitration.
- b. Effective January 1, 1997, if the Town continues to provide health insurance to bargaining unit members under the Town Health Insurance Plan, the Plan shall be modified as follows:
 1. The annual out-of-network deductible shall be increased to \$200.00 individual and \$600.00 family.
 2. The in-Network co-pay shall be increased to \$8 per procedure for a maximum of \$16 per visit.
 3. Effective October 1, 1998, the co-pay for generic brand drugs shall be \$5.00. The co-pay for brand name drugs shall be \$10.00. Effective October 1, 1999, the co-pay for brand name drugs shall be \$15.00. There shall be no co-pay for mail order maintenance drugs. Generic drugs shall be mandatory unless otherwise specified by the practitioner. Recognizing the use of generic drugs is a necessary and effective cost-containment measure of the East Hampton Town Medical Plan, effective October 1, 2002, bargaining unit members who use a brand name drug when a generic form of the drug is available shall pay an additional twenty-five (\$25) dollars above the regular co-pay for a brand name drug. All maintenance drugs shall be purchased by mail order. Effective October 1, 2002, all bargaining unit members not currently purchasing his/her maintenance drugs by mail order will be given a one (1) month grace period to utilize the mail order service provided under the collective bargaining agreement. At the end of the grace period the Town will not pay for maintenance prescription drugs obtained by other means. A similar one (1) month grace period will be given to

bargaining unit members who begin taking maintenance drug(s) after the initial grace period has ended. There shall be no prescription coverage for vitamins except that vitamins which are available only by prescription for children under the age of two years, shall be available. No prescription coverage shall be provided for medication for which a reasonable alternative non-prescription medication is available. The determination of whether a non-prescription medication has a reasonable alternative to a prescription drug shall be made before purchase initially by the health plan administrator subject to review by the Health Insurance Committee in accordance with Article V(A)(3) of the collective bargaining agreement. It shall be the responsibility of each employee to contact the Plan Administrator prior to the purchase of a prescription to ascertain if the prescription drug has a reasonable alternative. The Administrator shall provide a list, on a quarterly basis, of prescription drugs which have been determined to have a reasonable alternative.

4. TMJ treatment shall be limited to \$1,000 lifetime.

5. There shall be no coverage for in vitro fertilization.

c. Effective October 1, 1998, the Town shall notify the CSEA of any proposed material change in the Town's health insurance plan by the later of ten (10) days of the date the Town receives notice of the change, or thirty (30) days prior to the effective date of change.

d. The Town shall maintain health insurance benefits for the family of a deceased employee for one (1) year from the date of the employee's death.

3. Health Insurance Committee:

In order to maximize the health insurance benefits of Town employees and to provide such benefits in a cost-effective manner, a Health Insurance Committee (hereinafter "HIC") shall be formed as follows:

1. The HIC shall consist of one representative from the Police Benevolent Association, one representative from the Civil Service Employees Association, one member of the East Hampton Town Board and the Administrator of the Town health insurance plan. In the event that any of the Unions choose not to participate in the HIC, the remaining members will act as the Committee. In the event of a deadlock on any issue voted upon by the members of the Committee, the Town Supervisor

or his/her designee shall cast the deciding vote.

2. The jurisdiction of the HIC shall be divided into advisory determinations and final and binding determinations.

- a. Final and Binding Determinations:

All beneficiaries of the Town health insurance plan shall have the right to file an appeal of any denial of any health insurance claim. The Committee shall hear such appeals in an expeditious, confidential manner and determine whether the claim should be paid.

- b. Advisory Functions

The HIC shall have the authority to study and address issues that impact upon the accessibility, quality and costs of the Town health insurance plan. The HIC shall also have the authority to recommend changes in the plan including, but not limited to, increases or decreases in areas of coverage, benefit levels or restrictions on usage.

Any recommendations of the HIC which would alter the benefits available under the plan must be approved by the authorized collective bargaining representatives of the C.S.E.A., the P.B.A. and by the Town Board.

B. Dental: Effective January 1, 2006 the Town shall pay one hundred (100%) percent of the dental premiums of the CSEA Benefit Fund Dutchess Dental Plan for employees on the payroll on or before December 31, 2006 up to the rates established by the CSEA Employee Benefit Fund through December 31, 2010. Employees hired on or after January 1, 2007 shall be entitled to dental contributions based upon the rate in effect as of December 31, 2006. Employees hired on or after that date shall be responsible for paying fifty percent (50%) of all future increases in the dental premium over the rates in effect on December 31, 2006.

The East Hampton Town C.S.E.A. Unit, Local 852 of Local 1000, shall authorize the Town to permit elected officials, exempt employees, and other full time employees of the Town associated with non-competing collective bargaining organizations to be included in the Dutchess Dental Plan.

The Town's contributions to the C.S.E.A. Employee Benefit Fund Dutchess Dental Plan for employees hired on or before December 31, 2006 shall be as follows:

| | |
|------------------|--------------------------------|
| 7/1/05 – 6/30/06 | \$67.48 per employee per month |
| 7/1/06 – 6/30/07 | \$73.68 per employee per month |
| 7/1/07 – 6/30/08 | \$85.32 per employee per month |
| 7/1/08 – 6/30/09 | \$88.31 per employee per month |
| 7/1/09 – 6/30/10 | \$ Figure not yet available |

7/1/10 – 12/31/10

\$ Figure not yet available

- C. Vision: Effective January 1, 2006, the Town shall pay one hundred (100%) percent of the optical premiums of the CSEA Benefit Fund Silver 12 Optical Plan for employees on the payroll on or before December 31, 2006 up to the rates established by the CSEA Employee Benefit Fund through December 31, 2010. Employees hired on or after January 1, 2007 shall be entitled to optical contributions based upon the rate in effect as of December 31, 2006. Employees hired on or after that date shall be responsible for paying fifty percent (50%) of all future increases in the optical premium over the rates in effect on December 31, 2006.

The East Hampton Town C.S.E.A. Unit, Local 852 of Local 1000, shall authorize the Town to permit elected officials, exempt employees, and other full time employees of the Town associated with non-competing collective bargaining organizations to be included in the Silver 12 Optical Plan.

The Town's contributions to the C.S.E.A. Employee Benefit Fund Silver 12 Optical Plan for employees hired on or before December 31, 2006 shall be as follows:

| | |
|-------------------|--------------------------------|
| 7/1/05 – 6/30/06 | \$15.32 per employee per month |
| 7/1/06 – 6/30/07 | \$16.55 per employee per month |
| 7/1/07 – 6/30/08 | \$16.96 per employee per month |
| 7/1/08 – 6/30/09 | \$17.38 per employee per month |
| 7/1/09 – 6/30/10 | \$17.90 per employee per month |
| 7/1/10 – 12/31/10 | \$ Figure not yet available |

ARTICLE VI

LEAVE TIME

A. Vacation Schedule:

1. a. During the first year of employment, full time employees shall earn vacation credits at a rate of .83333 day per month worked for a total of up to ten (10) days vacation for the year. (10-hour employees shall earn vacation credits at a rate of .69444 day per month worked for a total of up to eight (8) days vacation for the year.) Vacation time earned shall be credited and may be utilized beginning six months from the date of hire. Thereafter, on January 1st of each calendar year vacation time shall be awarded according to the vacation schedule of all Collective Bargaining Unit members. All Collective Bargaining Unit members shall be converted to a January 1st anniversary date only for the purposes of awarding vacation time beginning January 1, 2008,

the formula for conversation to be mutually agreed to by CSEA and the Town of East Hampton.

- b. On January 1st of each calendar year and until completion of four (4) years of employment, employees shall receive ten (10) vacation days per year. The amount of vacation credits shall be the vacation entitlement for utilization during the calendar year. (10-hour a day employees receive eight days.)
- c. On January 1st, at the beginning of the fifth calendar year of employment, employees shall receive fifteen (15) days vacation per year. (10-hr. a day employees receive 12 days.)
- d. On January 1st, at the beginning of the tenth calendar year of employment, employees shall receive twenty (20) days vacation per year. (10-hour a day employees receive 16 days.)

One (1) year after date of hire 10 days
Five (5) years after date of hire 15 days
Ten (10) years after date of hire 20 days maximum

- 2. Landfill employees shall receive vacation accruals based on a four-day week of ten hours per day (i.e., no more than 40 hours vacation pay for a five calendar day vacation period). The intention here being to add no costs to the existing vacation schedule.
- 3. Employees who resign or retire during the course of the year shall be granted vacation pay prorated on the number of months of unused earned vacation credits.
- 4. An employee may accumulate a maximum of fifteen (15) vacation days from one year to the next; vacation days accumulated in excess of fifteen (15) days shall be lost by the employee unless the employee has written notification from the employer that the employee's failure to take the vacation days was a result of the Town's inability to grant the leave at the time. Employees who die or retire shall be paid for accumulated unused vacation time.
- 5. Vacations, unless otherwise specified in this contract, will be according to seniority with approval of the immediate supervisor.
- 6. Landfill employees may only select vacation at the following times: Between January 1st and March 31st, or between October 2nd and December 31st, only as approved by the Department Head.

Effective January 1, 1999, this Article VI(A)(6) shall be modified to provide that the vacation period shall be September 15th - May 15th only as approved by the Department Head.

7. The following restrictions apply to Parks Department employees: No vacations may be taken between July 1st and September 15th. During the month of June, subject to the approval of the Department Head, no more than two (2) employees shall take vacations at the same time.
8.
 - a. Should an employee become ill while on scheduled vacation he/she may substitute accrued sick time for that part of the vacation during which he/she is ill, provided that a doctor's certificate is submitted by the employee upon reporting back to work.
 - b. Should the death of an immediate family member (as defined in current collective bargaining agreement) occur during an employee's scheduled vacation, he/she may substitute bereavement leave for that part of the vacation taken for bereavement.

B. Holidays:

1. All employees in the Bargaining Unit shall be entitled to thirteen and one-half (13-½) paid holidays per year. The following shall be Town holidays during the term of the collective bargaining agreement:

| | |
|------------------------|--------------------------|
| New Year's Day | Election Day |
| Martin Luther King Day | Veterans' Day |
| Presidents' Day | Thanksgiving Day |
| ½ Day for Good Friday | Day After Thanksgiving |
| Memorial Day | ½ Day for Christmas Eve |
| Independence Day | Christmas Day |
| Labor Day | ½ Day for New Year's Eve |
| Columbus Day | |

2. Custodial Employees: Custodial employees assigned to Town Hall work may be assigned to work on a paid holiday. In such event, they shall, in addition to their holiday pay, be paid at straight time rate for hours actually worked on the holiday, or, at the employee's option, be given compensatory time off for such work, on an hour for hour basis.
3. Landfill Department: Subject to operating requirements, the Holiday Schedule is as follows:

All disposal areas will be closed and all disposal employees will be off on:
New Year's Day, Easter Sunday, Thanksgiving Day and Christmas Day

Employees who were normally scheduled to work on those days due to their shift and do not have to report to work, will receive a regular 80 hour paycheck for 70 hours of work. Employees not scheduled to work on the above holidays will receive a 90 hour paycheck for 80 hours of work.

On the following holidays, all disposal areas will be open and employees scheduled to work on the holidays listed shall receive a normal 80 hours paycheck plus two (2) compensatory days. Employees not scheduled to work on the holidays listed shall receive a normal 80 hour paycheck plus one (1) compensatory day or one (1) full day, depending on shift worked:

Martin Luther King Day, Lincoln's Birthday, Washington's Birthday, Good Friday (½ day), Memorial Day, July 4th, Labor Day, Columbus Day, Election Day, Veteran's Day, day after Thanksgiving.

Employees may, at their option, have one-half of the compensatory time they earn for working on these holidays purchased by the Town at the employee's regular straight time rate.

4. Parks Department: Subject to operating requirements, all except Memorial Day, Independence Day and Labor Day. Those employees working these holidays will receive a compensatory day scheduled at the discretion of immediate supervisor.
5. Airport: Subject to operating requirements, the Airport will be closed and Airport employees will be off on the following holidays:

New Year's Day, Easter Sunday, Thanksgiving Day, and Christmas Day

The Airport will be open and employees working will receive that day's pay plus one (1) additional day's pay on the following holidays: **

Martin Luther King Day, Lincoln's Birthday, Washington's Birthday, Good Friday (½ day), Memorial Day, July 4th, Labor Day, Columbus Day, Election Day, Veterans' Day, and the day after Thanksgiving.

** Except Good Friday, which will be that day's pay plus an additional ½ day's pay.

Employees not working on a scheduled holiday will receive one (1) day's pay.

- C. Personal Leave: Three (3) personal leave days shall be granted all employees per year with 24 hour prior notice to immediate supervisor when possible. This is to conduct personal business which must be accomplished during normal working hours. For example, legal matters, medical visits, funerals outside immediate family where at least one day or more is required, wedding, etc. Unused personal days will be applied to sick leave accumulation at the end of the year.
- D. Bereavement Leave: Up to five (5) days bereavement leave for a death in the immediate family (husband, wife, son, daughter, mother, father, sister, brother, grandparents, mother-in-law, father-in-law) shall be granted.

- E. 1. Sick Leave: Sick leave shall be accrued at one-half day per pay period to the following maximum accumulations:
- a. Employees assigned to a thirty (30) hour work week may accumulate up to a maximum of 1,500 hours.
 - b. Employees assigned to a thirty five (35) hour work week may accumulate up to a maximum of 1,750 hours.
 - c. Employees assigned to a forty (40) hour work week may accumulate up to a maximum of 2,000 hours.
 - d. Sick leave may be accumulated above the maximums set forth above to be utilized for purposes of catastrophic sick leave, which shall be defined as an injury or illness which results in long term disability or death, or for purposes of receiving pension credit in accordance with Retirement and Social Security Law §41-j.
 - e. Sick leave for employees assigned to work a ten (10) hour per day schedule shall have sick leave credited based upon four (4) hours per pay period. Sick leave on the Town's records for such employees which was earned prior to January 1, 2006 shall continue to be paid on the basis of ten (10) hours per day up to the maximum permitted by the collective bargaining agreement. All days earned on or after January 1, 2006 shall be paid upon retirement or death on the basis of eight (8) hours per day.
 - f. Ten hour per day employees shall, however, in all future instances of sick leave usage, utilize the first days earned before they utilize the days currently earned (i.e., First in First Out).
2. Sick leave is to normally be used for an employee's personal illness, which would otherwise prevent the employee from performing his/her normal duties. However, up to five (5) days shall be allowed to be used for the care a unit member's immediate family. Doctor visits shall also be deemed as an acceptable use of sick leave. Employees shall endeavor to schedule doctor's visits before or after the work day. In the event a doctor's visit is needed during the workday, the employee shall attempt to schedule the visit at the beginning or end of the work day. The employee shall return to work as soon as practicable after the medical visit unless the employee's condition otherwise prevents the employee from performing his/her normal duties. Partial sick day shall be permitted in two hour increments for this purpose. Upon reasonable belief of sick leave abuse, Town Department Heads may request appropriate medical certification. This requirement shall be subject to immediate appeal to the Town Board, if requested. The final determination of entitlement shall be made by the Town Board. Pay shall not be withheld until the determination of the appeal. The Town reserves the right to require an examination by a physician appointed by the Town. Abuse of sick leave is subject to disciplinary action.

3. Upon retirement or death, accumulated sick leave will be paid as follows:
 - a. The first 90 days of accumulated unused sick leave will be paid on a day for day basis.
 - b. All accumulated unused sick leave over 90 days up to 250 days will be paid on the basis of 1 day for every 2 days of accumulated unused sick leave.
4. Effective January 1, 1999, if an employee takes a day off before or after a holiday without a doctor's note verifying illness on that date, he/she shall lose a sick day or vacation day after the second offense. This does not pertain to persons who have prior approval for the day off before or after the holiday.
5. Effective January 1, 1999, sick leave shall be adjusted to address inequities in payouts. The parties shall meet to determine the appropriate formula.
6. Extended Sick Leave: In the event an employee requires an extended sick leave, which shall be defined as any absence of at least three weeks' duration, the employee shall request in writing to the Town Supervisor an extended sick leave which shall not exceed a maximum of 180 days at one-half pay. Extended sick leave shall be granted provided that the following conditions are met:
 - a. The employee has exhausted all accumulated leave except that the employee may retain one-half of his/her annual entitlement of vacation.
 - b. The employee shall provide medical documentation to the Department Head and Town Supervisor, establishing the need for an extended sick leave. The Town may, at its expense, require the employee to be examined by a Town appointed physician to verify the employee's need for an extended sick leave.
 - c. The employee submits to such medical examinations periodically as are required by the Town during such leave.
 - d. No employee shall be eligible for consideration for extended sick leave until the employee has served the Town for at least three years on a continuous basis.
 - e. The maximum allocation of 180 days at one-half pay during the career of the employee shall only be extended at the discretion of the Town Board.
7. Sick Leave Bank: The Town and the CSEA agree that both sides will endeavor in good faith to develop through the Labor/Management Committee a sick leave

bank.

- F. Childbearing Leave: In the event of pregnancy, an employee shall be entitled to a 90-day pregnancy leave (unpaid) and will continue to have her medical insurance, including dental and optical, paid for a period of three months after the beginning of her leave of absence for pregnancy.
- G. Union Leave Time:
- a. Employees who are designated or elected by the CSEA, for the purpose of advising on grievances, assisting in the administration of the contract or attending workshops shall be permitted a maximum of sixteen (16) hours per month free from regular duties to fulfill this obligation. No more than three Unit employees shall be designated and the total number of hours utilized under this provision shall not exceed the sixteen hour maximum for all of the representatives combined. They shall notify their immediate supervisor before leaving their workstation. Workshops are subject to prior approval, which shall not be unreasonably denied.
 - b. The CSEA President or his/her designee shall be provided with up to five (5) days per year of paid leave to attend the annual CSEA Convention. Reasonable notice shall be given to the Department Head or Town Supervisor, as appropriate. The maximum five days per year shall not be included in the monthly allowance of Union leave time specified above.
 - c. The Union President or his/her designee, upon notice to the Town Supervisor, shall be entitled to keep a lockable two-drawer file cabinet in his/her immediate vicinity.
- H. Leave of Absence: Unpaid leave of absence up to one (1) year at the discretion of the Town Board.
- I. 1. Effective January 1, 2004, and every pay period thereafter, the Town will place the total accrued leave time of each bargaining unit member on his or her pay stub. The Town shall make the initial determination of a bargaining unit member's total accumulated leave time based on his or her 2003 annual time sheet. The Town will attach a notice to the paycheck of each bargaining unit member one pay period prior to the commencement of the recording of accumulated leave time on paycheck stubs.
2. Any inquiry into the accuracy of the initial determination must be made with their CSEA representative within thirty (30) days from receipt of the paycheck stub. Within ten (10) days of receipt of a disputed paycheck stub unit members shall first submit all inquiries on leave time determination for initial review to the CSEA before pursuing the issue with the Town.

ARTICLE VII
SALARY

A. Wages

1.
 - a. Effective January 1, 2006, and retroactive to that date, the existing salary schedule (effective through December 31, 2005) shall be increased by three percent (3%).
 - b. Effective January 1, 2007, and retroactive to that date, the salary schedule in effect on December 31, 2006 shall be increased by three and one quarter percent (3.25%).
 - c. Effective January 1, 2008, the salary schedule in effect on December 31, 2007 shall be increased by three and one quarter percent (3.25%).
 - d. Effective January 1, 2009, the salary schedule in effect on December 31, 2008 shall be increased by three and three quarter percent (3.75%).
 - e. Effective January 1, 2010, the salary schedule in effect on December 31, 2009 shall be increased by three percent (3%).
 - f. The above general wage increases shall be in addition to the one percent (1%) increments on the salary schedule for those employees eligible for increments.

2. Effective January 1, 2007 there shall be a joint Labor Management Committee consisting of two (2) Town and two (2) CSEA representatives who shall meet to discuss salary upgrades and/or reallocations of certain CSEA titles. The Town shall budget one half percent (1/2%) of the total CSEA base payroll, which shall include the 2008 general wage increase, to be utilized by the Committee for upgrades and reallocations of titles. The final determination of the upgrades and reallocations shall be made by the Town Board. The increases resulting from this review shall go into effect January 1, 2008.

B. Longevity Pay: Longevity pay shall be as follows:

| | |
|-------------------------------|------------------|
| After five (5) years..... | \$1,200 per year |
| After ten (10) years..... | \$1,700 per year |
| After fifteen (15) years..... | \$2,200 per year |
| After twenty (20) years..... | \$2,700 per year |

Effective January 1, 2004, longevity pay shall be as follows:

| | |
|---------------------------|------------------|
| After five (5) years..... | \$1,300 per year |
|---------------------------|------------------|

| | |
|-------------------------------|------------------|
| After ten (10) years | \$1,800 per year |
| After fifteen (15) years..... | \$2,300 per year |
| After twenty (20) years | \$2,800 per year |

Effective January 1, 2005, longevity pay shall be as follows:

| | |
|-----------------------------------|------------------|
| After five (5) years..... | \$1,400 per year |
| After ten (10) years | \$1,900 per year |
| After fifteen (15) years..... | \$2,400 per year |
| After twenty (20) years | \$2,900 per year |
| After twenty-five (25) years..... | \$3,200 per year |
| After thirty (30) years..... | \$3,700 per year |

Longevity pay shall apply to all full-time employees covered by this Agreement.

Longevity will be based on the calendar year of employment and shall be paid in a lump sum each year on the second payroll in November. Each full calendar year of continuous service shall be credited as one (1) year of service for longevity purposes if the employee was hired prior to July 1st of such year. Longevity eligibility shall be determined based upon actual service to the Town. Periods of unpaid leave shall be excluded in calculating longevity entitlement.

Employees who resign or retire during the course of the year prior to receiving earned longevity, shall be granted longevity prorated on the number of full months of continuous service of the year in question.

C. Night Differential

At this time differential payments of five (\$5.00) dollars per hour are paid to employees of the Parks and Recreation Department. The Town and CSEA agree that both sides will endeavor in good faith to develop through the Labor/Management Committee night differential rates for employees in other departments who perform duties which can be performed considerably more effectively outside the "normal" workday.

Effective June 15, 2005:

1. Employee: For the purposes of this benefit an employee shall be an individual working in one of the Emergency Services Departments, in an enforcement capacity.
2. Emergency Services Department: For the purposes of this benefit, the following Departments will be considered "EMERGENCY SERVICES": Harbors and Docks, Code Enforcement, Fire Marshalls, Animal Control. The Town Board reserves the right to modify the list of departments eligible for participation in the Night Differential benefit subject to a demand for negotiations.
3. Employees working hours on the second shift, 3:00 PM – 11:00 PM, are

considered 2 shift employees. Employees assigned on a 2 shift basis shall receive a night differential in the amount of \$4.50 per hour for those hours during that shift.

4. Employees working hours on the third shift, 11:00 PM – 7:00 AM, are considered 3 shift employees. Employees assigned on a (3) shift basis shall receive a night differential in the amount of \$5.50 per hour for those hours in that shift.

5. Night differential shall be available only during night shifts which fall between June 15th and September 15th or the beginning or ending of the closest pay period. In order to be eligible for night differential, the majority of the hours in the tour must fall during a shift subject to the night differential i.e., 3:00 p.m. to 7:00 a.m.

6. If 75% of the workday occurs in shift (2), it will be considered a day of work in that shift. If a majority of the workday occurs in shift (3), it will be considered a day of work in that shift.

7. Night differential shall only be available during regularly scheduled work days and shall not be available during hours otherwise subject to any type of premium pay e.g., overtime or holidays.

8. Emergency Services Departments will provide proposed yearly schedules or Duty Charts to the Supervisor's office by December 1st of each year.

9. This benefit shall only apply to full time permanent employees.

10. The night differential shall be payable in the second pay period after which the night differential is earned.

11. The Town reserves the right to promulgate and change all work schedules and to determine and change the number of personnel working at any given time.

D. Full-time employees will be hired at the starting salaries as determined by the salary schedules attached hereto. Part-time and seasonal employees shall start at a salary of up to step 5 on the salary schedule for the corresponding position. However, in the event an employee has extensive experience with a former employer, or the supply and demand problem presents a shortage of people who qualify for a given position, the Town Board may, after consultation with the C.S.E.A. President, find it necessary to hire said employee at a higher salary. Such consultation will identify position to be filled and purpose. Returning part-time and seasonal employees may receive salary adjustments no greater than the raise given to full-time unit members in that year of the contract, unless otherwise agreed to by the CSEA.

E. If an employee is promoted or moved to a higher title, said employee's salary will be increased by at least five percent, or starting salary for that position, whichever is higher.

ARTICLE VIII
OVERTIME

- A. Overtime assignments will be assigned by work areas according to the departmental seniority and job title.
- B. Overtime will be assigned as equally as possible throughout the work force, according to work areas. All employees are expected to work reasonable overtime when requested to do so by their supervisors. The Town will use its best efforts to provide advance notice to employees of the need for overtime work.
- C. Emergency Call Out: In the event of an emergency, including but not limited to, circumstances caused by inclement weather, all employees who are requested to report for duty will do so regardless of departmental seniority or job title. Guaranteed minimum of three (3) hours at time and one half. No guaranteed recall shall be required if the employee is called to work within two hours of the regular starting time.
- D. All thirty hour (30) and thirty-five hour (35) workweek employees shall receive compensatory time (Comp-Time) for additional hours worked above their normal workweek schedule. For those additional hours worked above forty (40) hours in a workweek it shall be the employees' option of being compensated at normal overtime rates of pay or an equal amount of compensatory time. Compensatory time may be accumulated up to the limit allowed under federal law (*Fair Labor Standards Act*). All forty (40) - hour workweek employees shall have the option of being compensated at the normal overtime rates of pay or an equal amount of compensatory time. Compensatory time may be accumulated up to the limit allowed under Federal Law (*Fair Labor Standards Act*). Unit members wishing to use compensatory time must request that time in advance and they must provide reasonable notice to their department head or their designee. Department heads may not unreasonably deny compensatory time and such decisions shall be made based on the staffing needs of the department. Compensatory time must be used in minimum increments of one (1) hour.
- E. A Master Overtime List by hours worked will be maintained for both Highway and Landfill Departments and placed on a bulletin board in each work area and will be updated every six (6) months, regardless of how the employee was paid.
- F. Overtime is based on hourly base pay, excluding longevity pay. All paid leave time taken including Bereavement, Holidays, Vacation, Personal, Compensatory or Union Leave Time, but excluding sick leave, administrative leave, jury duty and Workers' Compensation Leave, shall be counted as time worked for the purpose of computing contractual overtime.
- G. Failure to work overtime will count as time worked for rotational purposes.

- H. The Town has the option to regularly schedule thirty (30) hour employees between 9:00 a.m. to 5:00 p.m. on any day(s), Monday to Friday, but without an increase in weekly hours. Employee qualifications being equal, the choice of hours shall be given on a seniority basis. Five (5) days notice shall be given for changes in regular schedules.
- I. Emergency Days: Employees who work during a snow emergency or during a similar emergency declaration by the Town Supervisor, which results in the closure of Town offices during the regular business hours established by the Town Board, will receive compensatory time equal to the actual hours worked during the emergency, provided that the employee would not otherwise have received premium pay for the time worked.

ARTICLE IX **HOURS OF WORK**

- A. Landfill Department
 - 1. Working Hours: The Landfill employees shall work a ten (10) hour day; four (4) days on, three (3) days off, year-round.
- B. Highway Department
 - 1. Working Hours: 40 hours per week in five (5) days, Monday through Friday.
- C. Parks Department
 - 1. Working Hours: 40 hours per week on a rotating basis.
- D. Breaks
 - 1. Coffee Breaks: 30 minutes per day scheduled at discretion of immediate supervisor.
 - 2. Lunch Period: One-half (½) hour daily for Highway, Parks and Landfill. All others at discretion of immediate supervisor.
- E. On-Call Response System

Effective June 15, 2005:

- 1. Employee: For the purposes of this benefit, an employee shall be an individual working in one of the Emergency Services Departments in an enforcement capacity.
- 2. Emergency Services Department: For the purposes of this benefit, the following Departments will be considered "EMERGENCY SERVICES": Fire Marshalls, Animal Control, Police

Motor Pool Mechanics. The Town Board reserves the right to modify this list.

3. Fit For Duty: Able to perform job function. Not impaired by the use of intoxicating or mind altering beverages or substances. Employees who are scheduled on-call shall receive on-call compensation of \$15.00 for the 1st eight to sixteen hours on call. An additional \$15.00 of compensation will be paid to employees who are scheduled on-call more than 16 hours up to 24 hours. Any hours beyond 24 hours will begin a new work day for on-call purposes. The Town reserves the right not to utilize employees on an "on call" basis since it will only be implemented when needed by the Town.

4. Employees Who Are Scheduled On-Call Shall:

- a. Be able to respond immediately and under all circumstances, reach the scene in less than 30 minutes.
- b. Be fit for duty while on-call.
- c. Be able to be contacted during on-call periods.
- d. Be able to utilize vacation, comp-time or other leave-time while scheduled on-call if reasonable notice is given to their Department Head and/or Immediate Supervisor, and a replacement is available. (In no way shall this section supersede leave policies as stated in this collective bargaining agreement.)

5. An Employee may be assigned the use of a Department vehicle in which to respond during scheduled on-call. Use of a Department vehicle will be dependent upon availability and Department Head and/or Immediate Supervisory approval. At no time, will a Department vehicle assigned for on-call duty be driven other than responding to or from a call.

6. This benefit shall only apply to full-time permanent employees.

7. On-call pay shall be payable in the second payroll after which the on-call pay is earned.

8. No individual member of the bargaining unit shall be compelled to be "on call" more than six (6) weeks in any eight (8) week period.

F. Effective October 1, 1998, the Town and the Union acknowledge that due to the nature of its operations alternative work schedules are required and are already in effect. This agreement is not intended to prevent the Town from continuing any work schedule which was in effect prior to October 1, 1998.

In addition to those rights already possessed by the Town with respect to the scheduling of employees, the Town shall have the unilateral right to schedule any employee hired on or after October 1, 1998 to any alternate work schedule provided that the work schedule does not exceed the maximum number of hours per week permitted by the contract and provided that the employee is apprised of the work schedule at the time of hire.

The Town shall also have the right, at its option, to change the work schedule of an employee once per year on a seasonal basis for the period from May 15th through September 15th. The regular work schedule shall be reinstated on September 16th. Sixty (60) days notice shall be given of the intent to change the work schedule of an employee hired prior to October 1, 1998.

The Town shall also have the right to propose a new reasonable work schedule for employees hired on or after October 1, 1998 for the period from September 15th, through May 15th, provided that the Town gives the Union thirty (30) days notice of any proposed change except in the event of an emergency, in which case as much notice as possible will be provided. The C.S.E.A. will not unreasonably oppose any new work schedule. In the event that the parties cannot agree, they will proceed directly to arbitration.

Any change created by the above shall have a minimum of two (2) consecutive days off.

The Town and C.S.E.A. also agree that the Town is contemplating participation in a new recreation center which may require the use of Town employees. In the event that Town employees are utilized, the Town and Union will meet to negotiate the terms and conditions of employment for these individuals. The terms and conditions for these employees will be implemented on a pilot program basis and the Town may change the terms and conditions of employment for these employees for the first two years after the recreation center is opened, provided that the Town consults with the Union prior to implementing any such change.

ARTICLE X **PERSONNEL FILE**

Upon written request to the Director of Personnel, with a minimum of forty-eight (48) hours notice, an employee shall be entitled to examine his/her employment file. There shall be only one official personnel file to be located in the Human Resources Department. The Department shall reproduce for an employee any file materials requested. No material, relating to an employee's conduct, service, performance, character or personality shall be placed in the file unless the employee has had an opportunity to affix his/her signature upon the actual copy. The material will be filed with the understanding that such signature merely signifies that the employee has read the material and does not necessarily agree with the contents. If the employee refuses to sign, a notification to that effect shall be placed on the document and it shall be filed. An employee shall have the right to respond to any material filed within sixty (60) work days.

Requests for examination shall be limited to once per year, unless a subsequent request is necessitated by a legal or other proceeding.

ARTICLE XI
GENERAL PROVISIONS

- A. 1. All employees will be furnished with a copy of this contract no later than 45 days after the contract is signed.

2. The CSEA officers will each receive from the Town within 15 days of any changes an updated "Schedule A," and each employee will by January 31st of each year receive the most up-to-date "Schedule A."

3. The CSEA will provide to each member by January 31, 2004 the 15 Step, 7 through 35, "Schedule B" for the years 2004 and 2005.
- B. All notices pertaining to employees covered by this Agreement will be posted in all work areas.
- C. No employees covered by this Agreement shall receive any benefits other than those provided by this Agreement.
- D. No Town property or equipment is allowed to be taken home by any employee, except when authorized by the immediate supervisor in writing.
- E. Each employee is responsible for tools and equipment used by the employee during the working day.
- F. Employees shall not have to operate unsafe equipment or work in hazardous conditions. These conditions will be made known to their immediate supervisor and shall be corrected before the employee is required to return to that job.
- G. All hourly employees covered by this Agreement, who are assigned to work out of title more than five (5) consecutive work days or an annual total of ten (10) days, will be entitled to the rate of pay of the higher classification. When a department head, not covered by this agreement, is out of work, other than for leave time, i.e., vacation, sick leave, personal, bereavement, the bargaining unit member, if any, assigned to perform the Department Head's duties shall be paid for all such days above the regular leave time within a calendar year, at a rate fifteen percent (15%) above their hourly rate of pay for the duration of the absence. When such an extended absence occurs, the Town shall notify the unit president.
- H. Each employee shall receive a xerox copy of his sick leave and vacation balances annually.
- I. Foul weather gear will be available to all employees working in the elements.
- J. Time cards will be signed by employees and immediate supervisors in the

Highway, Landfill and Parks departments for each payroll period.

- K. Upon prior approval by the Town Board, employees shall be advanced monies to cover anticipated expenses incurred as a result of attendance at job related seminars, conventions and workshops. Upon the employee's request the Town shall arrange for advanced payments and approval of expenses so that employees will not be forced to expend funds for taxes or necessities such as telephone service to a hotel room.
- L. Home Aides who use automobiles as part of their duties to the Town shall receive a \$500 per year payment. This payment shall be paid to the employees upon voucher submitted quarterly. It is understood that this payment is to be made on a pro rata basis.
- M. The reimbursement rate for all other authorized use of personal vehicles for Town business shall be at the prevailing IRS rate.
- N. Civil Service Law: All non-competitive employees covered by this Agreement shall be afforded protection of Article 5, Section 75 of the Civil Service Law, after serving a 12 month probation period. All competitive employees shall receive said protection after 6 months. Full-time employees of the Town shall be defined as probationary and permanent employees only.
- O. Labor Management Committee: A labor/management committee shall be formed to consider issues which may arise during the contract term. The labor/management committee shall be composed of three (3) CSEA bargaining unit members and three (3) persons designated by the Town Board. The Town Personnel Officer may, if requested by either side, serve as an Ex Officio member of the committee and act as a neutral resource to the committee. The committee shall meet the second Friday of February, May, August and November at 10:00am unless otherwise agreed upon by both parties in writing. No meeting may be cancelled, only postponed to a time no later than thirty (30) days after the originally scheduled meeting. Either side with 10 days notice to all parties may call additional meetings of the committee. Meetings shall be coordinated through the Office of the Supervisor or the Unit President. Whenever possible, agenda items should be submitted to both sides within seven (7) days of the meeting. The committee shall prepare recommendations which recommendations will not be put into effect unless they are approved by the Town Board and the C.S.E.A..
- P. Retirement: Starting January 1, 1976, Section 751 of the New York State Retirement System will take effect. Employees shall be enrolled in the Retirement Plan upon being placed on the Town payroll.
- Q. As soon as practicable after the execution of this agreement, the Town shall enroll in Section 41-j of the New York State Retirement and Social Security Law.

ARTICLE XII
DURATION

This agreement will be in effect from January 1, 2006 through December 31, 2010.

ARTICLE XIII
RIGHTS RESERVED TO THE TOWN

Except as specifically abridged, delegated, granted or modified by this Agreement, all the rights, powers and authority the Town had prior to the signing of this Agreement are retained by it and remain exclusively and without limitation within the rights of management, which are not subject to grievance procedures or arbitration. This includes the right, power, and privilege, subject to the Civil Service Law, and to the terms of this Agreement where applicable, to plan, determine, direct, and control or change the nature and extent of all its operations, to promote employees from one classification to another, to transfer and assign employees to such places or work as it may elect, to create and abolish positions and to delegate duties, tours of duties and the manner of the performance of such duties. It also includes the right to demote, discipline, suspend, discharge or relieve employees from their normal duties subject to the provisions of the Civil Service Law, and to introduce new equipment, methods or facilities or change existing methods, and to make and enforce rules and to carry out the functions of management.

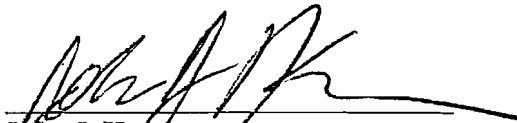
ARTICLE XIV
TAYLOR LAW

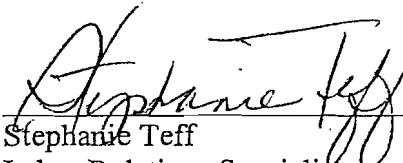
IT IS AGREED BY AND BETWEEN THE PARTIES THAT ANY PROVISION REQUIRING LEGISLATIVE ACTION TO PERMIT ITS IMPLEMENTATION BY AMENDMENT OF LAW OR BY PROVIDING THE ADDITIONAL FUNDS THEREOF, SHALL NOT BECOME EFFECTIVE UNTIL THE APPROPRIATE LEGISLATIVE BODY HAS GIVEN APPROVAL.

TOWN OF EAST HAMPTON


William McGintee
Town Supervisor

EAST HAMPTON TOWN UNIT
C.S.E.A., LOCAL 1000, AFSCME,
AFL-CIO


John J. Krenn
CSEA Unit President

 9/19/07
Stephanie Teff
Labor Relations Specialist

2007 Schedule A REVISED 05/28/07
(Step 1)

| <u>Grade</u> | <u>Title</u> | <u>Hours per week</u> | <u>Hiring Rate</u> |
|--------------|------------------------------------|-----------------------|--------------------|
| 1 | | | \$10.100 |
| 2 | | | \$10.596 |
| 3 | | | \$11.064 |
| 4 | | | \$11.421 |
| 5 | Justice Court Cashier (0053) | 30 | \$11.800 |
| 6 | | | \$12.182 |
| 7 | Food Service Worker (8101) | 35 | \$13.502 |
| | Driver Messenger (7211) | 35 | |
| | Sr. Citizen Aide (3710) | 35 | |
| 8 | Minibus Driver (7221) | 35 | \$13.939 |
| | Custodial Worker I (8051) | 40 | |
| | Sewage Treatment Plant Oper (7402) | 40 | |
| 9 | Bus Driver (7220) | 40 | \$14.295 |
| | Sr. Citizen Assistant (3699) | 35 | |
| | Homemaker (3201) | 35 | |
| | Recreation Aide (4001) | 35 | |

| | | | |
|----|------------------------------------|-------|----------|
| 10 | Clerk (0011) | 30/35 | \$14.691 |
| | Data Entry Operator (0507) | 30 | |
| | Word Processing Technician (0038) | 30 | |
| | Swimming Pool Manager (4223) | 40 | |
| | Drafter (1101) | 30 | |
| | Custodial Worker II (2006-622) | 40 | |
| 11 | Clerk Typist (0021) | 30/35 | \$15.086 |
| | Stenographer (0031) | 30 | |
| | Assistant Cook (8110) | 35 | |
| | Sr. Neighborhood Aide (3707) | 35 | |
| | <i>Tax Cashier (0145)</i> | 30 | |
| 12 | Senior Tax Cashier (0146) | 30 | \$15.511 |
| | Home Health Aide (2001) | 35 | |
| | Sanitation Helper (7030) | 40 | |
| | Assessment Aide(0601) | 30 | |
| | Clerk (SS)(0016) | 30 | |
| 13 | Clerk Typist (SS) 0020 | 30 | \$15.879 |
| | Assistant Chief Lifeguard (4043) | 40 | |
| | Cook (8111) | 35 | |
| | Laborer (7001) | 40 | |
| | Assessment Clerk (0590) | 30 | |
| | Custodial Worker II | 40 | |
| 14 | Account Clerk (0205) | 30 | \$16.672 |
| | Maintenance Mechanic I (7002) | 40 | |
| | Automotive Mechanic I (7191) | 40 | |
| | Real Property Recorder (0681) | 30 | |
| | <i>Sanitation Helper II (1635)</i> | 40 | |
| 15 | Account Clerk Typist (0212) | 30/35 | \$17.382 |
| | Assistant Rec. Leader (4002) | 35 | |
| | Chief Lifeguard (4044) | 40 | |
| | Airport Attendant (7061) | 40 | |
| | Asst Sr. Cit Center Mgr (3714) | 35 | |
| | Asst Sen Cit Nutr Mgr (3711) | 35 | |
| | Assessment Assistant (0603) | 30 | |
| | Scale Operator (0268) | 40 | |
| | Environmental Aide (1637) | 35/40 | |
| | Management Inf. System Specialist | 40 | |

| | | | |
|----|--|-------|----------|
| | Senior Assessment Clerk (0591) | 30 | |
| | Assessment Clerk SS (2006-280) | 30 | |
| 16 | Senior Clerk (0012) | 30/35 | \$17.464 |
| | Maintenance Mechanic II (7003) | 40 | |
| | Automotive Mechanic II (7191) | 40 | |
| | Sign Painter I (7111) | 40 | |
| | Sanitation Helper III (7030) | 40 | |
| 17 | Senior Clerk Typist (0022) | 35 | \$17.861 |
| | Senior Account Clerk (0206) | 30 | |
| | Senior Assessment Assistant (0604) | 30 | |
| | Account Clerk- Spanish Speaking (0211) | 30 | |
| | Justice Court Clerk (0050) | 30 | |
| | Community Service Worker (SS) (3090) | 30/35 | |
| | Planning Aide (1637) | 40 | |
| | Planner Trainee(2007-316) | 40 | |
| 18 | Senior Account Clerk Typist (0213) | 35 | \$18.258 |
| | Recreation Leader (4003) | 35 | |
| | Senior Airport Attendant (7062) | 40 | |
| | Supv. Community Service Aide (3703) | 35 | |
| | Maintenance Mechanic III (7004) | 40 | |
| | Automotive Mechanic III (7193) | 40 | |
| | Senior Scale Operator (0269) | 40 | |
| | Sign Painter II (7333) | 40 | |
| | AEO (7201) | 40 | |
| | Animal Control Officer I (1637) | 40 | |
| | Real Property Recorder II(2006-1348) | 30 | |
| 19 | Principal Clerk (0013) | 30/35 | \$19.049 |
| | Drafter Illustrator (Planning) (1126) | 35 | |
| | Technical Coord. II (0526) | 40 | |
| | Park Interp. Secl (4260) | 35 | |
| 20 | Sr. Citizen Program Supv. (3717) | 35 | |
| | Senior Citizen Bus Service Supervisor (1615) | 35 | \$19.310 |
| | Sr. Cit. Ctr. Mgr (3713) | 35 | |
| | Wastewater TP Oper. (7462) | 40 | |
| | Auto Parts Manager (0323) | 40 | |
| | Bay Constable (5051) | 40 | |
| | Environmentalist I (1211) | 35 | |
| | Ordinance Inspector (1637) | 40 | |
| | Animal Control Officer II (1637) | 40 | |

| | | | |
|----|---|----------|----------|
| | Bldg & Zoning Inspector (1637) | 40 | |
| 21 | Principal Account Clerk (0592) | 35/40 | \$19.856 |
| | Recreation Supervisor (4010) | 40 | |
| | Bldg. Plans Examiner (5113) | 40 | |
| | Assistant to the Assessor (0605) | 30 | |
| | HEO (7203) | 40 | |
| | Senior Justice Court Clerk (0051) | 30 | |
| | Princ. Assessment Clerk (0592) | 30 | |
| | Ordinance Inspector SS (1637) | 40 | |
| | Real Property Recorder III (2006-1348) | 30 | |
| 22 | Secretarial Assistant (0036) | 30/35 | \$20.589 |
| | Assistant Adult Daycare Pgm Supv (05-1428) | 35 | |
| | MM IV (NC) (7005) | 40 | |
| | Auto Mechanic IV (NC) (7194) | 40 | |
| | Biologist (1225) | 40 | |
| | Paint Shop Crew Leader (NC) (7334) | 40 | |
| | Custodial Worker III (NC)(8053) | 40 | |
| | Waterways Maint. Mechanic II NC(7153) | 40 | |
| | Environmental Tech. (1637) | 35 | |
| 23 | Head Clerk (0015) | 35 | \$21.388 |
| | Purchasing Technician (0341) | 35 | |
| | Airport Supervisor (7791) | 40 | |
| | Senior Waste Water Treatment Operator(7472) | 40 | |
| | CEO (NC) (7205) | 40 | |
| | Building Inspector (1637) | 40 | |
| 24 | Paralegal Assistant (6140) | 35 | \$22.232 |
| | Payroll Supervisor (0441) | 35 | |
| | Map Drafter III (1123) | 35 | |
| | Harbormaster (4233) | 40 | |
| | Sr. Bay Constable (5052) | 40 | |
| | Fire Marshal I (5125) | 40 | |
| | Ordinance Enf. Officer (5183) | 40 | |
| | Comm. Relations Assistant (3708) (935) | 30/35 | |
| | Personnel Assistant (0408) | 35 | |
| | Bay Mgmt Spec I (1245) | 40 | |
| | Planner(1511) | 40 | |
| | Grants Analyst | 35 | |
| 25 | Administrative Assistant (0902) | 30/35/40 | \$22.631 |
| | Assistant Airport Manager (7792) | 40 | |
| | Labor Crew Leader (NC)(7302) | 40 | |
| | Town Bldg Mtce Crew Ldr (7523) | 40 | |

| | | | |
|----|--|-------|----------|
| | Sanitation Site Crew Leader (NC) | 40 | |
| | Data Processing Supervisor (0586) | 30 | |
| | Environmental Planner (1637) | 40 | |
| | Environmental Analyst (580) | 40 | |
| | Rental Subsidy Program Technician (2007-316) | 35 | |
| | <i>Accountant Trainee</i> | 40 | |
| 26 | Rec Center Manager (4013) | 35 | \$23.368 |
| | Bldg. Permits Examiner (5105) | 40 | |
| | Auto Mechanic V (NC) (7195) | 40 | |
| | Fire Marshall II (5126) | 40 | |
| | Bldg. Mtce. Supv (7521) | 40 | |
| | Highway Labor Crew Ldr NC(7305) | 40 | |
| | Case Manager (3008) | 35/30 | |
| | Youth Counselor (3731) | 35 | |
| | Comm. Dev. Housing Tech (1589) | 35 | |
| | Maintenance Mech. V (NC) (7006) | 40 | |
| | Grounds Maintenance Supervisor (7365) | 40 | |
| | Sr. Bay Constable-Maintenance (5052) | 40 | |
| | Bay Mgmt Spec II (1246) | 40 | |
| | Adult DayCare Program Supv. (2005-1319) | 35 | |
| 27 | Housing Program Supv. (5166) | 35 | \$24.434 |
| | Assistant Fleet Service Manager (7198) | 40 | |
| | Town Maintenance Crew Leader (7351) | 40 | |
| | Network & Systems Technician (0758) | 40 | |
| | Technical Support Representative (0529) | 40 | |
| | Sr. Bldg. Inspector (1637) | 40 | |
| 28 | Supt. Of Recreation (4021) | 40 | \$25.404 |
| | Asst Highway Mtce Supv (7314) | 40 | |
| | Community Development Project Supervisor | 35 | |
| | Electrical Services Supervisor | 40 | |
| | Senior Planner (1637) | 40 | |
| | Senior Ordinance Enf. Officer (2006-710) | 40 | |
| | Town Maintenance Supervisor(2007-277) | 40 | |
| | Park Maintenance Crew Leader(2007-277) | 40 | |
| | <i>Accountant</i> | 40 | |
| 29 | Justice Court Director (0055) | 30 | \$25.924 |
| | Public Information Officer (8482) | 30 | |
| | Deputy Town Budget Officer (4614) | 35 | |
| | Principal Bldg. Inspector (5109) | 40 | |
| | Fleet Service Manager (7196) | 40 | |
| | Network Systems Spec. I (0759) | 40 | |
| | Communications Technician I (493) | 40 | |

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| | Land Management Specialist II (2007-238) | 40 | |
| 30 | Wastewater District Supt (7630) | 40 | \$26.198 |
| | Senior Env. Planner(1518) | 40 | |
| | Assistant Chief Fire Marhsal (5127) | 40 | |
| | Youth Project Director (3729) | 35 | |
| | Safety Officer (5361) | 35 | |
| 31 | Crisis Intervention Counselor (6147) | 30 | \$27.331 |
| | Asst. Dir. of Housing (5167) | 35 | |
| | Sr. Env. Analyst (1242) | 40 | |
| | Waterways Mgmt. Supv. (1240) | 40 | |
| | Chief Town Investigator (5794) | 40 | |
| | GIS Supervisor | 40 | |
| 32 | Princ. Planner (1514) | 40 | \$28.494 |
| | Sr. Harbormaster (4234) | 40 | |
| | Sanitation Supervisor (7393) | 40 | |
| | Youth Services Coordinator (3751) | 35 | |
| | Asst Env. Prot. Dir. (1250) | 40 | |
| | Clerk of the Works (1051) | 40 | |
| | Chief Planner (Human Services) (1565) | 40 | |
| | Purchasing Agent (2007-277) | 35 | |
| 33 | Asst Town Planning Dir (1590) | 40 | \$29.405 |
| | Chief Env. Anlayst (1224) | | |
| | Network & System Specialist II (760) | 40 | |
| | <i>Marine Biologist</i> | | |
| 34 | | 40 | \$30.346 |
| 35 | Town Engineer (665) | 40 | \$31.317 |

italics=proposed

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|----------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| 2006 | | | | | | | | | | | | | | | |
| Grade 7 | 13.077 | 13.208 | 13.340 | 13.473 | 13.608 | 13.744 | 13.881 | 14.020 | 14.160 | 14.302 | 14.445 | 14.589 | 14.735 | 14.883 | 15.032 |
| Grade 8 | | | | | | | | | | | | | | | |
| Grade 9 | 13.845 | 13.984 | 14.124 | 14.265 | 14.407 | 14.552 | 14.697 | 14.844 | 14.992 | 15.142 | 15.294 | 15.447 | 15.601 | 15.757 | 15.915 |
| Grade 10 | | | | | | | | | | | | | | | |
| Grade 11 | 14.612 | 14.758 | 14.905 | 15.054 | 15.205 | 15.357 | 15.510 | 15.666 | 15.822 | 15.980 | 16.140 | 16.302 | 16.465 | 16.629 | 16.796 |
| Grade 12 | | | | | | | | | | | | | | | |
| Grade 13 | 15.379 | 15.533 | 15.688 | 15.845 | 16.003 | 16.163 | 16.325 | 16.488 | 16.653 | 16.820 | 16.988 | 17.158 | 17.329 | 17.503 | 17.678 |
| Grade 14 | | | | | | | | | | | | | | | |
| Grade 15 | 16.835 | 17.004 | 17.174 | 17.345 | 17.519 | 17.694 | 17.871 | 18.050 | 18.230 | 18.413 | 18.597 | 18.783 | 18.970 | 19.160 | 19.352 |
| Grade 16 | | | | | | | | | | | | | | | |
| Grade 17 | 17.299 | 17.472 | 17.647 | 17.823 | 18.001 | 18.181 | 18.363 | 18.547 | 18.732 | 18.919 | 19.109 | 19.300 | 19.493 | 19.688 | 19.885 |
| Grade 18 | | | | | | | | | | | | | | | |
| Grade 19 | 18.449 | 18.634 | 18.820 | 19.008 | 19.198 | 19.390 | 19.584 | 19.780 | 19.978 | 20.178 | 20.380 | 20.583 | 20.789 | 20.997 | 21.207 |
| Grade 20 | | | | | | | | | | | | | | | |
| Grade 21 | 19.231 | 19.423 | 19.618 | 19.814 | 20.012 | 20.212 | 20.414 | 20.618 | 20.825 | 21.033 | 21.243 | 21.456 | 21.670 | 21.887 | 22.106 |
| Grade 22 | | | | | | | | | | | | | | | |
| Grade 23 | 20.714 | 20.921 | 21.131 | 21.342 | 21.555 | 21.771 | 21.989 | 22.209 | 22.431 | 22.655 | 22.882 | 23.110 | 23.341 | 23.575 | 23.811 |
| Grade 24 | | | | | | | | | | | | | | | |
| Grade 25 | 21.918 | 22.138 | 22.359 | 22.583 | 22.808 | 23.036 | 23.267 | 23.499 | 23.734 | 23.972 | 24.212 | 24.454 | 24.698 | 24.945 | 25.195 |
| Grade 26 | | | | | | | | | | | | | | | |
| Grade 27 | 23.665 | 23.902 | 24.141 | 24.382 | 24.626 | 24.872 | 25.121 | 25.372 | 25.626 | 25.882 | 26.141 | 26.403 | 26.667 | 26.933 | 27.203 |
| Grade 28 | | | | | | | | | | | | | | | |
| Grade 29 | 25.108 | 25.359 | 25.613 | 25.869 | 26.128 | 26.389 | 26.653 | 26.920 | 27.189 | 27.461 | 27.735 | 28.013 | 28.293 | 28.576 | 28.861 |
| Grade 30 | | | | | | | | | | | | | | | |
| Grade 31 | 26.471 | 26.736 | 27.003 | 27.273 | 27.546 | 27.821 | 28.099 | 28.380 | 28.664 | 28.951 | 29.240 | 29.533 | 29.828 | 30.126 | 30.428 |
| Grade 32 | | | | | | | | | | | | | | | |
| Grade 33 | 28.480 | 28.764 | 29.052 | 29.342 | 29.636 | 29.932 | 30.232 | 30.534 | 30.839 | 31.148 | 31.459 | 31.774 | 32.091 | 32.412 | 32.736 |
| Grade 34 | | | | | | | | | | | | | | | |
| Grade 35 | 30.331 | 30.635 | 30.941 | 31.251 | 31.563 | 31.879 | 32.197 | 32.519 | 32.845 | 33.173 | 33.505 | 33.840 | 34.178 | 34.520 | 34.865 |

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|----------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--|
| 2007 | | | | | | | | | | | | | | | | |
| Grade 7 | 13.502 | 13.637 | 13.773 | 13.911 | 14.050 | 14.191 | 14.333 | 14.476 | 14.621 | 14.767 | 14.914 | 15.064 | 15.214 | 15.366 | 15.520 | |
| Grade 8 | | | | | | | | | | | | | | | | |
| Grade 9 | 14.295 | 14.438 | 14.583 | 14.728 | 14.876 | 15.024 | 15.175 | 15.326 | 15.480 | 15.634 | 15.791 | 15.949 | 16.108 | 16.269 | 16.432 | |
| Grade 10 | | | | | | | | | | | | | | | | |
| Grade 11 | 15.086 | 15.237 | 15.390 | 15.544 | 15.699 | 15.856 | 16.015 | 16.175 | 16.336 | 16.500 | 16.665 | 16.831 | 17.000 | 17.170 | 17.341 | |
| Grade 12 | | | | | | | | | | | | | | | | |
| Grade 13 | 15.879 | 16.038 | 16.198 | 16.360 | 16.523 | 16.689 | 16.856 | 17.024 | 17.194 | 17.366 | 17.540 | 17.715 | 17.893 | 18.071 | 18.252 | |
| Grade 14 | | | | | | | | | | | | | | | | |
| Grade 15 | 17.382 | 17.556 | 17.732 | 17.909 | 18.088 | 18.269 | 18.452 | 18.636 | 18.823 | 19.011 | 19.201 | 19.393 | 19.587 | 19.783 | 19.981 | |
| Grade 16 | | | | | | | | | | | | | | | | |
| Grade 17 | 17.861 | 18.040 | 18.220 | 18.402 | 18.586 | 18.772 | 18.960 | 19.149 | 19.341 | 19.534 | 19.730 | 19.927 | 20.126 | 20.328 | 20.531 | |
| Grade 18 | | | | | | | | | | | | | | | | |
| Grade 19 | 19.049 | 19.239 | 19.432 | 19.626 | 19.822 | 20.021 | 20.221 | 20.423 | 20.627 | 20.834 | 21.042 | 21.252 | 21.465 | 21.679 | 21.896 | |
| Grade 20 | | | | | | | | | | | | | | | | |
| Grade 21 | 19.856 | 20.055 | 20.255 | 20.458 | 20.662 | 20.869 | 21.078 | 21.288 | 21.501 | 21.716 | 21.934 | 22.153 | 22.374 | 22.598 | 22.824 | |
| Grade 22 | | | | | | | | | | | | | | | | |
| Grade 23 | 21.388 | 21.601 | 21.817 | 22.036 | 22.256 | 22.479 | 22.703 | 22.930 | 23.160 | 23.391 | 23.625 | 23.861 | 24.100 | 24.341 | 24.584 | |
| Grade 24 | | | | | | | | | | | | | | | | |
| Grade 25 | 22.631 | 22.857 | 23.086 | 23.316 | 23.550 | 23.785 | 24.023 | 24.263 | 24.506 | 24.751 | 24.998 | 25.248 | 25.501 | 25.756 | 26.013 | |
| Grade 26 | | | | | | | | | | | | | | | | |
| Grade 27 | 24.434 | 24.679 | 24.926 | 25.175 | 25.427 | 25.681 | 25.938 | 26.197 | 26.459 | 26.724 | 26.991 | 27.261 | 27.533 | 27.809 | 28.087 | |
| Grade 28 | | | | | | | | | | | | | | | | |
| Grade 29 | 25.924 | 26.184 | 26.445 | 26.710 | 26.977 | 27.247 | 27.519 | 27.794 | 28.072 | 28.353 | 28.637 | 28.923 | 29.212 | 29.504 | 29.799 | |
| Grade 30 | | | | | | | | | | | | | | | | |
| Grade 31 | 27.331 | 27.605 | 27.881 | 28.159 | 28.441 | 28.725 | 29.013 | 29.303 | 29.596 | 29.892 | 30.191 | 30.493 | 30.798 | 31.106 | 31.417 | |
| Grade 32 | | | | | | | | | | | | | | | | |
| Grade 33 | 29.405 | 29.699 | 29.996 | 30.296 | 30.599 | 30.905 | 31.214 | 31.526 | 31.841 | 32.160 | 32.482 | 32.806 | 33.134 | 33.466 | 33.800 | |
| Grade 34 | | | | | | | | | | | | | | | | |
| Grade 35 | 31.317 | 31.630 | 31.947 | 32.266 | 32.589 | 32.915 | 33.244 | 33.576 | 33.912 | 34.251 | 34.594 | 34.940 | 35.289 | 35.642 | 35.998 | |

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|----------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| 2008 | | | | | | | | | | | | | | | |
| Grade 7 | 13.941 | 14.080 | 14.221 | 14.363 | 14.507 | 14.652 | 14.798 | 14.946 | 15.096 | 15.247 | 15.399 | 15.553 | 15.709 | 15.866 | 16.024 |
| Grade 8 | | | | | | | | | | | | | | | |
| Grade 9 | 14.760 | 14.907 | 15.056 | 15.207 | 15.359 | 15.513 | 15.668 | 15.825 | 15.983 | 16.143 | 16.304 | 16.467 | 16.632 | 16.798 | 16.966 |
| Grade 10 | | | | | | | | | | | | | | | |
| Grade 11 | 15.577 | 15.733 | 15.890 | 16.049 | 16.209 | 16.371 | 16.535 | 16.700 | 16.867 | 17.036 | 17.206 | 17.379 | 17.552 | 17.728 | 17.905 |
| Grade 12 | | | | | | | | | | | | | | | |
| Grade 13 | 16.395 | 16.559 | 16.724 | 16.892 | 17.060 | 17.231 | 17.403 | 17.577 | 17.753 | 17.931 | 18.110 | 18.291 | 18.474 | 18.659 | 18.845 |
| Grade 14 | | | | | | | | | | | | | | | |
| Grade 15 | 17.947 | 18.127 | 18.308 | 18.491 | 18.676 | 18.863 | 19.052 | 19.242 | 19.434 | 19.629 | 19.825 | 20.023 | 20.224 | 20.426 | 20.630 |
| Grade 16 | | | | | | | | | | | | | | | |
| Grade 17 | 18.442 | 18.626 | 18.812 | 19.000 | 19.190 | 19.382 | 19.576 | 19.772 | 19.970 | 20.169 | 20.371 | 20.575 | 20.780 | 20.988 | 21.198 |
| Grade 18 | | | | | | | | | | | | | | | |
| Grade 19 | 19.668 | 19.865 | 20.063 | 20.264 | 20.467 | 20.671 | 20.878 | 21.087 | 21.298 | 21.511 | 21.726 | 21.943 | 22.162 | 22.384 | 22.608 |
| Grade 20 | | | | | | | | | | | | | | | |
| Grade 21 | 20.501 | 20.706 | 20.914 | 21.123 | 21.334 | 21.547 | 21.763 | 21.980 | 22.200 | 22.422 | 22.646 | 22.873 | 23.102 | 23.333 | 23.566 |
| Grade 22 | | | | | | | | | | | | | | | |
| Grade 23 | 22.083 | 22.303 | 22.527 | 22.752 | 22.979 | 23.209 | 23.441 | 23.676 | 23.912 | 24.151 | 24.393 | 24.637 | 24.883 | 25.132 | 25.383 |
| Grade 24 | | | | | | | | | | | | | | | |
| Grade 25 | 23.366 | 23.600 | 23.836 | 24.074 | 24.315 | 24.558 | 24.804 | 25.052 | 25.302 | 25.555 | 25.811 | 26.069 | 26.330 | 26.593 | 26.859 |
| Grade 26 | | | | | | | | | | | | | | | |
| Grade 27 | 25.229 | 25.481 | 25.736 | 25.993 | 26.253 | 26.515 | 26.781 | 27.048 | 27.319 | 27.592 | 27.868 | 28.147 | 28.428 | 28.712 | 29.000 |
| Grade 28 | | | | | | | | | | | | | | | |
| Grade 29 | 26.767 | 27.035 | 27.305 | 27.578 | 27.854 | 28.132 | 28.414 | 28.698 | 28.985 | 29.275 | 29.567 | 29.863 | 30.162 | 30.463 | 30.768 |
| Grade 30 | | | | | | | | | | | | | | | |
| Grade 31 | 28.220 | 28.502 | 28.787 | 29.075 | 29.365 | 29.659 | 29.956 | 30.255 | 30.558 | 30.863 | 31.172 | 31.484 | 31.799 | 32.117 | 32.438 |
| Grade 32 | | | | | | | | | | | | | | | |
| Grade 33 | 30.361 | 30.664 | 30.971 | 31.281 | 31.594 | 31.909 | 32.229 | 32.551 | 32.876 | 33.205 | 33.537 | 33.873 | 34.211 | 34.553 | 34.899 |
| Grade 34 | | | | | | | | | | | | | | | |
| Grade 35 | 32.335 | 32.658 | 32.985 | 33.315 | 33.648 | 33.984 | 34.324 | 34.668 | 35.014 | 35.364 | 35.718 | 36.075 | 36.436 | 36.800 | 37.168 |

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| 2009 | | | | | | | | | | | | | | | |
| Grade 7 | 14.463 | 14.608 | 14.754 | 14.902 | 15.051 | 15.201 | 15.353 | 15.507 | 15.662 | 15.818 | 15.977 | 16.136 | 16.298 | 16.461 | 16.625 |
| Grade 8 | | | | | | | | | | | | | | | |
| Grade 9 | 15.313 | 15.466 | 15.621 | 15.777 | 15.935 | 16.094 | 16.255 | 16.418 | 16.582 | 16.748 | 16.915 | 17.085 | 17.255 | 17.428 | 17.602 |
| Grade 10 | | | | | | | | | | | | | | | |
| Grade 11 | 16.161 | 16.323 | 16.486 | 16.651 | 16.817 | 16.985 | 17.155 | 17.327 | 17.500 | 17.675 | 17.852 | 18.030 | 18.211 | 18.393 | 18.577 |
| Grade 12 | | | | | | | | | | | | | | | |
| Grade 13 | 17.010 | 17.180 | 17.352 | 17.525 | 17.700 | 17.877 | 18.056 | 18.237 | 18.419 | 18.603 | 18.789 | 18.977 | 19.167 | 19.359 | 19.552 |
| Grade 14 | | | | | | | | | | | | | | | |
| Grade 15 | 18.620 | 18.807 | 18.995 | 19.185 | 19.377 | 19.570 | 19.766 | 19.964 | 20.163 | 20.365 | 20.569 | 20.774 | 20.982 | 21.192 | 21.404 |
| Grade 16 | | | | | | | | | | | | | | | |
| Grade 17 | 19.133 | 19.324 | 19.518 | 19.713 | 19.910 | 20.109 | 20.310 | 20.513 | 20.718 | 20.926 | 21.135 | 21.346 | 21.560 | 21.775 | 21.993 |
| Grade 18 | | | | | | | | | | | | | | | |
| Grade 19 | 20.406 | 20.610 | 20.816 | 21.024 | 21.234 | 21.446 | 21.661 | 21.878 | 22.096 | 22.317 | 22.540 | 22.766 | 22.994 | 23.223 | 23.456 |
| Grade 20 | | | | | | | | | | | | | | | |
| Grade 21 | 21.270 | 21.483 | 21.698 | 21.915 | 22.134 | 22.355 | 22.579 | 22.805 | 23.033 | 23.263 | 23.496 | 23.731 | 23.968 | 24.208 | 24.450 |
| Grade 22 | | | | | | | | | | | | | | | |
| Grade 23 | 22.911 | 23.140 | 23.371 | 23.605 | 23.841 | 24.079 | 24.320 | 24.563 | 24.809 | 25.057 | 25.308 | 25.561 | 25.816 | 26.075 | 26.335 |
| Grade 24 | | | | | | | | | | | | | | | |
| Grade 25 | 24.242 | 24.485 | 24.730 | 24.977 | 25.227 | 25.479 | 25.734 | 25.991 | 26.251 | 26.514 | 26.779 | 27.047 | 27.317 | 27.590 | 27.866 |
| Grade 26 | | | | | | | | | | | | | | | |
| Grade 27 | 26.175 | 26.436 | 26.701 | 26.968 | 27.237 | 27.510 | 27.785 | 28.063 | 28.343 | 28.627 | 28.913 | 29.202 | 29.494 | 29.789 | 30.087 |
| Grade 28 | | | | | | | | | | | | | | | |
| Grade 29 | 27.771 | 28.048 | 28.329 | 28.612 | 28.898 | 29.187 | 29.479 | 29.774 | 30.072 | 30.372 | 30.676 | 30.983 | 31.293 | 31.606 | 31.922 |
| Grade 30 | | | | | | | | | | | | | | | |
| Grade 31 | 29.278 | 29.571 | 29.866 | 30.165 | 30.467 | 30.771 | 31.079 | 31.390 | 31.704 | 32.021 | 32.341 | 32.664 | 32.991 | 33.321 | 33.654 |
| Grade 32 | | | | | | | | | | | | | | | |
| Grade 33 | 31.499 | 31.814 | 32.132 | 32.454 | 32.778 | 33.106 | 33.437 | 33.771 | 34.109 | 34.450 | 34.795 | 35.143 | 35.494 | 35.849 | 36.208 |
| Grade 34 | | | | | | | | | | | | | | | |
| Grade 35 | 33.548 | 33.883 | 34.222 | 34.564 | 34.910 | 35.259 | 35.611 | 35.968 | 36.327 | 36.690 | 37.057 | 37.428 | 37.802 | 38.180 | 38.562 |

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|----------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| 2010 | | | | | | | | | | | | | | | |
| Grade 7 | 14.897 | 15.046 | 15.197 | 15.349 | 15.502 | 15.657 | 15.814 | 15.972 | 16.132 | 16.293 | 16.456 | 16.621 | 16.787 | 16.955 | 17.124 |
| Grade 8 | | | | | | | | | | | | | | | |
| Grade 9 | 15.773 | 15.930 | 16.090 | 16.251 | 16.413 | 16.577 | 16.743 | 16.910 | 17.080 | 17.250 | 17.423 | 17.597 | 17.773 | 17.951 | 18.130 |
| Grade 10 | | | | | | | | | | | | | | | |
| Grade 11 | 16.646 | 16.812 | 16.980 | 17.150 | 17.322 | 17.495 | 17.670 | 17.846 | 18.025 | 18.205 | 18.387 | 18.571 | 18.757 | 18.944 | 19.134 |
| Grade 12 | | | | | | | | | | | | | | | |
| Grade 13 | 17.520 | 17.695 | 17.872 | 18.051 | 18.231 | 18.414 | 18.598 | 18.784 | 18.972 | 19.161 | 19.353 | 19.546 | 19.742 | 19.939 | 20.139 |
| Grade 14 | | | | | | | | | | | | | | | |
| Grade 15 | 19.179 | 19.371 | 19.565 | 19.760 | 19.958 | 20.157 | 20.359 | 20.563 | 20.768 | 20.976 | 21.186 | 21.397 | 21.611 | 21.828 | 22.046 |
| Grade 16 | | | | | | | | | | | | | | | |
| Grade 17 | 19.707 | 19.904 | 20.103 | 20.304 | 20.507 | 20.712 | 20.919 | 21.129 | 21.340 | 21.553 | 21.769 | 21.987 | 22.206 | 22.429 | 22.653 |
| Grade 18 | | | | | | | | | | | | | | | |
| Grade 19 | 21.018 | 21.228 | 21.440 | 21.655 | 21.871 | 22.090 | 22.311 | 22.534 | 22.759 | 22.987 | 23.217 | 23.449 | 23.683 | 23.920 | 24.159 |
| Grade 20 | | | | | | | | | | | | | | | |
| Grade 21 | 21.908 | 22.127 | 22.349 | 22.572 | 22.798 | 23.026 | 23.256 | 23.489 | 23.724 | 23.961 | 24.200 | 24.442 | 24.687 | 24.934 | 25.183 |
| Grade 22 | | | | | | | | | | | | | | | |
| Grade 23 | 23.598 | 23.834 | 24.072 | 24.313 | 24.556 | 24.802 | 25.050 | 25.300 | 25.553 | 25.809 | 26.067 | 26.328 | 26.591 | 26.857 | 27.125 |
| Grade 24 | | | | | | | | | | | | | | | |
| Grade 25 | 24.970 | 25.219 | 25.472 | 25.726 | 25.984 | 26.243 | 26.506 | 26.771 | 27.039 | 27.309 | 27.582 | 27.858 | 28.137 | 28.418 | 28.702 |
| Grade 26 | | | | | | | | | | | | | | | |
| Grade 27 | 26.960 | 27.229 | 27.502 | 27.777 | 28.055 | 28.335 | 28.618 | 28.905 | 29.194 | 29.486 | 29.780 | 30.078 | 30.379 | 30.683 | 30.990 |
| Grade 28 | | | | | | | | | | | | | | | |
| Grade 29 | 28.604 | 28.890 | 29.179 | 29.470 | 29.765 | 30.063 | 30.363 | 30.667 | 30.974 | 31.283 | 31.596 | 31.912 | 32.231 | 32.554 | 32.879 |
| Grade 30 | | | | | | | | | | | | | | | |
| Grade 31 | 30.156 | 30.458 | 30.762 | 31.070 | 31.381 | 31.694 | 32.011 | 32.331 | 32.655 | 32.981 | 33.311 | 33.644 | 33.981 | 34.321 | 34.664 |
| Grade 32 | | | | | | | | | | | | | | | |
| Grade 33 | 32.444 | 32.769 | 33.096 | 33.427 | 33.762 | 34.099 | 34.440 | 34.785 | 35.132 | 35.484 | 35.839 | 36.197 | 36.559 | 36.925 | 37.294 |
| Grade 34 | | | | | | | | | | | | | | | |
| Grade 35 | 34.554 | 34.900 | 35.249 | 35.601 | 35.957 | 36.317 | 36.680 | 37.047 | 37.417 | 37.791 | 38.169 | 38.551 | 38.936 | 39.326 | 39.719 |